


CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U. S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	Vice President
Date	10-26-89
Name of Respondent	William A. O'Dell
Telephone No. (include area code)	404 - 576-3400

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U. S.C. 552(a)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

GENERAL POLICY

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

1. RESPONSIBILITY FOR IMPLEMENTATION

NAME	Mike Robinson	TITLE	General Manager
------	---------------	-------	-----------------

II. POLICY DISSEMINATION

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

☒ Other (specify) When airing help wanted announcements, we always include the statement that we are an equal opportunity employer.

III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

☐ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
N/A		

- 

Number of Referrals	
Minority	Women
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20
21	21
22	22
23	23
24	24
25	25
26	26
27	27
28	28
29	29
30	30
31	31
32	32
33	33
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43	43
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67	67
68	68
69	69
70	70
71	71
72	72
73	73
74	74
75	75
76	76
77	77
78	78
79	79
80	80
81	81
82	82
83	83
84	84
85	85
86	86
87	87
88	88
89	89
90	90
91	91
92	92
93	93
94	94
95	95
96	96
97	97
98	98
99	99
100	100

- 

	Number of Referrals
Minority	Women
0-9	0-9
10-19	10-19
20-29	20-29
30-39	30-39
40-49	40-49
50-59	50-59
60-69	60-69
70-79	70-79
80-89	80-89
90-99	90-99
100-109	100-109
110-119	110-119
120-129	120-129
130-139	130-139
140-149	140-149
150-159	150-159
160-169	160-169
170-179	170-179
180-189	180-189
190-199	190-199
200-209	200-209
210-219	210-219
220-229	220-229
230-239	230-239
240-249	240-249
250-259	250-259
260-269	260-269
270-279	270-279
280-289	280-289
290-299	290-299
300-309	300-309
310-319	310-319
320-329	320-329
330-339	330-339
340-349	340-349
350-359	350-359
360-369	360-369
370-379	370-379
380-389	380-389
390-399	390-399
400-409	400-409
410-419	410-419
420-429	420-429
430-439	430-439
440-449	440-449
450-459	450-459
460-469	460-469
470-479	470-479
480-489	480-489
490-499	490-499
500-509	500-509
510-519	510-519
520-529	520-529
530-539	530-539
540-549	540-549
550-559	550-559
560-569	560-569
570-579	570-579
580-589	580-589
590-599	590-599
600-609	600-609
610-619	610-619
620-629	620-629
630-639	630-639
640-649	640-649
650-659	650-659
660-669	660-669
670-679	670-679
680-689	680-689
690-699	690-699
700-709	700-709
710-719	710-719
720-729	720-729
730-739	730-739
740-749	740-749
750-759	750-759
760-769	760-769
770-779	770-779
780-789	780-789
790-799	790-799
800-809	800-809
810-819	810-819
820-829	820-829
830-839	830-839
840-849	840-849
850-859	850-859
860-869	860-869
870-879	870-879
880-889	880-889
890-899	890-899
900-909	900-909
910-919	910-919
920-929	920-929
930-939	930-939
940-949	940-949
950-959	950-959
960-969	960-969
970-979	970-979
980-989	980-989
990-999	990-999
1000-1009	1000-1009
1010-1019	1010-1019
1020-1029	1020-1029
1030-1039	1030-1039
1040-1049	1040-1049
1050-1059	1050-1059
1060-1069	1060-1069
1070-1079	1070-1079
1080-1089	1080-1089
1090-1099	1090-1099
1100-1109	1100-1109
1110-1119	1110-1119
1120-1129	1120-1129
1130-1139	1130-1139
1140-1149	1140-1149
1150-1159	1150-1159
1160-1169	1160-1169
1170-1179	1170-1179
1180-1189	1180-1189
1190-1199	1190-1199
1200-1209	1200-1209
1210-1219	1210-1219
1220-1229	1220-1229
1230-1239	1230-1239
1240-1249	1240-1249
1250-1259	1250-1259
1260-1269	1260-1269
1270-1279	1270-1279
1280-1289	1280-1289
1290-1299	1290-1299
1300-1309	1300-1309
1310-1319	1310-1319

- 11

- ☒

Announcements of employment opportunities over

the station and referrals from the Missouri Job Service.

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 10-1-88 and ending (Month-Day-Year), 10-1-89 we hired:

Total hires 8 Minorities Women 5

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 3 Minorities Women 1
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 10-1-88 and ending (Month-Day-Year) 10-1-89, we promoted:

Total promotions 3 Minorities Women 1

During this period, in the upper four job categories, we promoted:

Total promotions, upper 1 Minorities Women 0
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics
	50%				

The above information is for:

☐

M.S.A.

☐

City

☐

County

☒

Other (specify) (Estimate)

VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None

VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

On-the-job training through the Meramec Regional Planning Commission.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

Continue airing help wanted announcements when needed, working with local state job service office and Meramec Regional Planning Commission.

BRYAN, CAVE, McPHEETERS & McROBERTS

A PARTNERSHIP INCLUDING PROFESSIONAL CORPORATIONS

29 QUEEN ANNE'S GATE
LONDON SW1H 9BU
(44) (1) 222-0511

POST OFFICE BOX 20683
RIYADH 11465 SAUDI ARABIA
(966) (1) 465-1371

POST OFFICE BOX 6750
DEIRA DUBAI U.A.E.
(971) (4) 283194

1015 FIFTEENTH STREET N.W.
WASHINGTON D.C. 20005-2689

(202) 289-6100

TELECOPIER (202) 789-5454

500 NORTH BROADWAY
ST. LOUIS, MISSOURI 63102-2186
(314) 231-8600

333 SOUTH GRAND AVENUE
LOS ANGELES, CALIFORNIA 90071-3171
(213) 628-8000

350 PARK AVENUE
NEW YORK, NEW YORK 10022-6022
(212) 888-1199

2800 NORTH CENTRAL AVENUE
PHOENIX, ARIZONA 85004-1019
(602) 230-7000

1100 MAIN STREET
KANSAS CITY, MISSOURI 64105-2112
(816) 842-7444

October 30, 1989

EDWARD S. O'NEILL
DIRECT DIAL NUMBER
(202) 789-5427

Ms. Donna R. Searcy
Secretary
Federal Communications Commission
1919 M Street, N.W.
Washington, D.C. 20554

Re: License Renewal Application
Station KLZE(FM)
[Formally KZBR]
Owensville, MO

Dear Ms. Searcy:

This office now represents Davel Broadcast Group, Inc. ("Davel"), the licensee of Station KLZE(FM), Owensville, MO. In that capacity we hereby transmit in duplicate Davel's application (FCC Form 303-S) for the renewal of the license for Station KLZE. Appended thereto is the licensee's Broadcast Equal Employment Opportunity Report (FCC Form 396) and the requisite certification of RF radiation compliance.

Also submitted herewith is this firm's check in the amount of \$30 in payment of the requisite filing fee.

The license for Station KLZE expires as of February 1, 1990, and the instant application for renewal thereof was therefore due to be filed no later than October 1, 1989. The late filing of such application is due exclusively to inadvertence related in turn to a breakdown in communications among the licensee's principals and their then-communications counselor. The particular circumstances attending the late filing are more fully described at Exhibit No. 1 to the license renewal application as such.

The Commission is advised that Station KLZE will fully comply with the post-filing local notice requirements of the relevant Commission Rules.

BRYAN, CAVE, McPHEETERS & McROBERTS

Ms. Donna R. Search
October 30, 1989
Page 2

Davel regrets the inadvertence in question and the Commission is assured that the licensee will hereafter strictly comply with all Commission requirements relating to the operation of Station KLZE.

Should any further information be required in this respect, please advise the undersigned.

Very truly yours,



Edward S. O'Neill
Counsel for Davel Broadcast
Group, Inc.

Enclosures
cc (w/enclosures):
Ms. Barbara Kreisman (FCC)

APPLICATION FOR RENEWAL OF LICENSE FOR
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

For <u>Commission</u> Fee Use Only	FEE NO: 08016735	For <u>Applicant</u> Fee Use Only Is a fee submitted with this application? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, indicate reason therefor (check one box): <input type="checkbox"/> Nonfeeable application Fee Exempt (See 47 C.F.R. Section 1.1112) <input type="checkbox"/> Noncommercial educational licensee <input type="checkbox"/> Governmental entity
	FEE TYPE: MRY	
	FEE AMT: 30.00	
	ID SEQ: 01	
For <u>Commission</u> Use Only: File No.		

1. Name of Applicant Davel Broadcast Group, Inc.		4. Have the following reports been filed with the Commission: (a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If No, attach as Exhibit No. 1 an explanation. (b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, give following information: Date last ownership report was filed _____ Call letters of station for which it was filed _____	
Mailing Address 309 B North First Street			
(Owensville	State MO		ZIP Code 65066
2. This application is for: <input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV			
(a) Call Letters: KLZE (Formerly KZBR)	(b) Principal Community: City Owensville State MO		
3. Attach as Exhibit No. -- an identification of any FM booster or TV booster station for which renewal of license is also requested.			

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ Yes ☐ No

If No, attach as Exhibit No. ____ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? ☐ Yes ☒ No

If Yes, attach as Exhibit No. ____ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? ☐ Yes ☒ No

If Yes, attach as Exhibit No. ____ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not. (See attached certification)


8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527? ☒ Yes ☐ No

If No, attach as Exhibit No. ____ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

CERTIFICATION: I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name Davel Broadcast Group, Inc.	Signature 
Title Vice President	Date 10/26/89

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

In Re: Station KLZE(FM)
 Owensville, MO
 (Renewal of License)

The applicant certifies that the authorized facilities and operations of Station KLZE, Owensville, MO do not expose workers or the general public to unsafe RF radiation levels and that the station is in compliance with applicable RF radiation standards.

Exhibit No. 1
Para 4(a)
FCC Form 303-S
Station KLZE(FM)
Owensville, MO

For the reasons shown below, Davel Broadcast Group, Inc., the licensee of Station KLZE is unable now to certify that the requisite Annual Employment Report (FCC Form 395-B) for that station was in fact filed with the Commission during its tenure as the licensee. As Commission records will reflect, Davel assumed control of Station KLZE in October, 1988, incident to the assignment of the KLZE license from Owensville Communications Co. The station had first gone on the air in 1987. The first Form 395 report required of Davel was to have been filed on May 31, 1989. At that time, one Mr. Paul Brewer was the on-site manager of the station's operations and affairs. Mr. Brewer subsequently left the station and was replaced in April, 1989, by Mr. Mike Robinson. From the inception of its assumption of control of Station KLZE until quite recently, Davel had relied in part upon a consultant organization for advice with respect to FCC filing requirements, timing, etc. Incident thereto, Davel had assumed that relevant filing requirements had and would be satisfied.^{1/} In this respect, the Commission is advised that Davel has, with an exception not relevant here, now terminated the mentioned consultancy agreement and has retained the Washington legal counsel submitting this application to assist it in assuring that all relevant reporting and other requirements are strictly satisfied in the future.

As to the employment data which would have been reportable in the 1989 annual report for KLZE, there is appended hereto a table reflecting relevant data as of May 31, 1989 in a form consistent with Sections V-A and V-B of FCC Form 395-B. The licensee will assure the timely filing of the next required Annual Employment Report.

^{1/} Neither of the existing principals of Davel, both resident in Columbus, Georgia, had had any prior experience in the ownership, operation or regulatory compliance related to broadcast stations.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

Call Letters	KLZE	(For FCC Use Only) Code No.
Name of Licensee	Davel Broadcast Group, Inc.	
City and State which station is licensed to serve	Owensville, MO	

TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

Noncommercial Broadcast Station

- | | | |
|---|--|--|
| <input type="checkbox"/> AM | <input type="checkbox"/> TV | <input type="checkbox"/> Educational Radio |
| <input checked="" type="checkbox"/> FM | <input type="checkbox"/> Low Power TV | <input type="checkbox"/> Educational TV |
| <input type="checkbox"/> Combined AM & FM
in same area | <input type="checkbox"/> International | |

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name Mike Robinson	Street Address 309 B North First Street		
City Owensville	State MO	ZIP Code 65066	Telephone No. (314) 437-4175

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

- ☐ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

- ☒ If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.


CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	Vice President
Date	10-26-89
Name of Respondent	William A. O'Dell
Telephone No. (include area code)	404 - 576-3400

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

- ☐ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
N/A		

- ☐ Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
N/A		

- ☐ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority	Women

- ☒ Other (specify) and the number of minority and/or women referrals are:
Announcements of employment opportunities over
the station and referrals from the Missouri Job Service.

IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 10-1-88 and ending (Month-Day-Year) 10-1-89 we hired:

Total hires 8 Minorities Women 5

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 3 Minorities Women 1
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 10-1-88 and ending (Month-Day-Year) 10-1-89, we promoted:

Total promotions 3 Minorities Women 1

During this period, in the upper four job categories, we promoted:

Total promotions, upper 1 Minorities Women 0
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics
	50%				

The above information is for:

☐

M.S.A.

☐

City

☐

County

☒

Other (specify) (Estimate)

VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None

VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

On-the-job training through the Meramec Regional Planning Commission.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

Continue airing help wanted announcements when needed, working with local state job service office and Meramec Regional Planning Commission.